

SALARY EQUITY COMMITTEE
Remote Meeting - Teams
March 23, 2020 | 3:00-4:00 p.m.
MINUTES

Present: Burgett, Clinefelter, Fischer, Greene, Kyle, Martin, Morgan, Trask

Absent: Dyer, Parks

Call to Order

- The meeting was called to order at 3:00pm.

Approval of the Agenda

- Approved without objection.

Approval of the March 2, 2020 Minutes

- The minutes were approved without objection.

Chair's Announcements

Unfinished Business

- **Finalize salary model to distribute 2% pool**
 - Draft recommendation document was discussed at Senate on March 9th; there were no large objections.
 - Members expressed approval for the idea of flat dollar amounts plus the extra for parity.
 - Given the financial difficulties UNC is facing, especially with the uncertainty of how the coronavirus pandemic will influence enrollment, we understand that raises may not be fiscally feasible next year.
 - Enrollment projections for Fall are down significantly.
 - The full budget picture won't be known until after the Fall census date.
 - It may be that salary increases won't be considered until September.
 - We will proceed with the salary model recommendation with an added statement acknowledging the difficulties of planning the Fall budget.
 - Salary Equity is supportive of the decision to forgo raises if this is what the Administration ultimately determines.
 - Clinefelter will create an updated recommendation to bring to Senate on March 30th.
- **Discuss policy for administrator retreat to faculty**
 - The committee reviewed a revised draft provided by HR.
 - Voluntary step back versus prescribed step back – We want these groups treated in equitable ways, not necessarily treated differently.
 - Guaranteeing a step back pay rate of 90% of CUPA median is dubious.
 - Perhaps another percentage could be considered (85%) or not referencing a CUPA average at all but rather have language for a “competitive parity rate”.

New Business

- **Fall 2019 Staffing Report**
 - Parks wants to go over the staffing report with Salary Equity before sharing with Senate.

- In addition to the top 60 administrators listed on the CUPA Median chart, it would be good to see a fuller picture of PASC salaries.
 - Maybe even look at PASC averages without the top 60 to get a more nuanced picture of how staff are compensated.

Placeholders

- Compensation Identity Update, April 2018
- Faculty Compensation Outcomes, 2018-19
- Staff Compensation Outcomes, 2018-19
- Salary Equity Report on Compensation Nov. 2018
- Fall 2017 Staffing Report

Adjournment

- The meeting was adjourned at 3:40pm.

Joan Clinefelter
Chair

Betsy Kienitz
Recording Secretary